

Abstract/Proposal Title:

Professional Military Development (Air) for the UK's Royal Air Force – lessons learned on the journey into the cyber-classroom

Abstract/Proposal description:

The Review of Officer and Airmen Development (ROAD) Implementation Project Team (IPT), endorsed by the RAF's Air Force Board, recommended major changes to the way in which Professional Military Development (Air) (PMD(A)) was provided for all RAF personnel. The changes included: the generation of a Generic Education and Training Requirement (GETR), a coherence tool to provide clear direction on the knowledge, skills and attitudes common to all RAF Regular and Reserve personnel, and to articulate through-life education and training standards; the establishment of a Generic Education and Training Centre (GETC) to govern and guide the development of the GETR and its associated blended learning programmes; the introduction of a virtual learning environment (VLE) as a delivery vehicle for PMD(A), and the switch of policy for personnel development from elective to mandatory.

Although it is still being developed, the RAF's 'PMD(A) Online' service has over 2200 users and is already regarded as an example of best practice by its UK sister Services.

The presentation will cover the issues faced and some of the lessons identified in bringing about these key changes in the RAF's approach to the development of its personnel. It will map the RAF's current position in the change management process and outline its vision for the future. Presentation topics will include: change management & securing cultural change; GETR development; VLE development, including content quality & student engagement; and future aspirations.

In addition to presenting the case study I shall be happy to take question during the round table session.

Keywords:

change management, cultural change, blended learning, student engagement, personnel development

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